

AMENDMENTS TO THE CLAIMS:

This listing of claims will replace all prior versions and listings of claims in the application:

1. (Currently Amended) A method for authorizing access to a human resources database implemented on a computer-readable medium, comprising:
 - detecting, by a computer, a new query for a set of database records;
 - determining, by examining whether an employee number associated with the set of database records matches an employee number of a user that submitted in the new query, whether a user that submitted the new query is authorized to access the set of database records;
 - determining whether the user is authorized to acquire a new lock on the set of database records, wherein the user is authorized if the employee number associated with the set of database records does not match the employee number of the user;
 - denying the new lock if the user is not authorized;
 - setting the new lock or making an attempt to set the new lock if the user is authorized; and
 - informing the user that the user can access the set of database records when the user is authorized or informing the user that the user cannot access the set of database records when the user is not authorized.

2 - 4. (Cancelled)

5. (Previously Presented) The method as recited in claim 1 further comprising permitting access to the set of database records if the user is authorized.

6. (Previously Presented) The method as recited in claim 5 further comprising releasing the new lock after the user has checked out from the set of database records.

7. (Previously Presented) The method as recited in claim 1 wherein determining whether the user is authorized further includes determining whether the user has write authorization for the set of database records.

8. (Previously Presented) The method as recited in claim 1 wherein determining whether the user is authorized further includes determining whether the user has a maximum database access authorization.

9. (Cancelled)

10. (Previously Presented) The method as recited in claim 1 wherein determining whether the user is authorized includes determining whether the user is organizationally authorized.

11. (Previously Presented) The method as recited in claim 1 wherein determining whether the user is authorized includes determining whether the user is currently authorized.

12. (Currently Amended) A computer-readable medium storing program instructions for performing a method of authorizing access to a human resources database, the method comprising:

detecting a new query for a set of database records;

determining, by examining whether an employee number associated with the set of database records matches an employee number of a user that submitted in the new query, whether a user that submitted the new query is authorized to access the set of database records;

determining whether the user is authorized to acquire a new lock on the set of database, wherein the user is authorized if the employee number associated with the set of database records does not match the employee number of the user;

denying the new lock if the user is not authorized;

setting the new lock or making an attempt to set the new lock if the user is authorized; and

informing the user that the user can access the set of database records when the user is authorized or informing the user that the user cannot access the set of database records when the user is not authorized.

13 - 15. (Cancelled)

16. (Previously Presented) The computer-readable medium as recited in claim 12 further comprising permitting access to the set of database records if the user is authorized.

17. (Previously Presented) The computer-readable medium as recited in claim 16 further comprising releasing the new lock after the user has checked out from the set of database records.

18. (Previously Presented) The computer-readable medium as recited in claim 12 wherein determining whether the user is authorized includes determining whether the user has write authorization for the set of database records.

19. (Previously Presented) The computer-readable medium as recited in claim 12 wherein determining whether the user is authorized includes determining whether the user has a maximum database access authorization.

20. (Previously Presented) The computer-readable medium as recited in claim 12 wherein the user has a conflict of interest when the set of database records personally pertain to the user.

21. (Previously Presented) The computer-readable medium as recited in claim 12 wherein determining whether the user is authorized includes determining whether the user is organizationally authorized.

22. (Previously Presented) The computer-readable medium as recited in claim 12 wherein determining whether the user is authorized includes determining whether the user is currently authorized.

23 - 24. (Cancelled)

25. (Currently Amended) A database system implemented on a computer-readable medium authorizing access to a human resources database, comprising:

a processor;

a memory storing instructions executable by the processor, the instructions comprising:

means for detecting, by a computer, a new query for a set of database records;

means for determining, by examining whether an employee number associated with the set of database records ~~matches an employee number of a user that submitted in the new query, whether a user that submitted the new query is~~ authorized to access the set of database records;

means for determining whether the user is authorized to acquire a new lock on the set of database records, wherein the user is authorized if the

employee number associated with the set of database records does not match
the employee number of the user;

means for denying the new lock if the user is not authorized;

means for setting the new lock or making an attempt to set the new lock if
the user is authorized; and

means for informing the user that the user can access the set of database
records when the user is authorized or informing the user that the user cannot
access the set of database records when the user is not authorized.

26 - 28. (Cancelled)

29. (Previously Presented) The database system as recited in claim 25
further comprising means for permitting access to the set of database records if the user
is authorized.

30 - 34. (Cancelled)

35. (Currently Amended) A method for making a preliminary determination of
whether a user has authorization to access a set of database records implemented on a
computer-readable medium, comprising:

detecting, by a computer, a new query from the user for a set of database
records;

determining, by examining whether an employee number associated with the set of database records matches an employee number of a user that submitted in the new query, whether a user that submitted the new query is authorized to access the set of database records;

determining whether the user is authorized to acquire a new lock for the set of database records based on the employee number of the user and at least one of (a) write authorization and (b) a lack of conflict of interest;

denying the new lock if the user is not authorized; and

informing the user that the user can access the set of database records when the user is authorized or informing the user that the user cannot access the set of database records when the user is not authorized.

36. (Previously Presented) The method of claim 35, further comprising:
setting the new lock or making an attempt to set the new lock if the user is authorized.

37. (Previously Presented) The method of claim 35, wherein determining whether the user is authorized to acquire the new lock further includes determining whether the user has a maximum database access authorization.

38. (Previously Presented) The method of claim 35, wherein determining whether the user has a conflict of interest includes determining whether the set of database records personally pertain to the user.

39. (Previously Presented) The method of claim 35, further comprising:

determining, when the employee number associated with the set of database records matches the employee number of the user, whether the set of database records comprise critical or non-critical information; and

wherein the user is not authorized when the set of database records comprise critical information.

40. (Previously Presented) The method of claim 39, wherein the critical information comprises pay records of the user.

41. (Currently Amended) A method for determining whether a user has authorization to access a set of database records, comprising:

detecting, by a computer, a new query from the user for a set of database records;

determining, by examining whether an employee number associated with the set of database records matches an employee number of a user that submitted in the new query, whether a user that submitted the new query is authorized to access the set of database records;

determining whether the user is authorized to acquire a new lock for the set of database records based on the employee number of the user and, when the employee number associated with the set of database records matches the identifier of the user, whether the set of database records comprise critical or non-critical information;

denying the new lock if the user is not authorized; and

informing the user that the user can access the set of database records when the user is authorized or informing the user that the user cannot access the set of database records when the user is not authorized.

42. (Previously Presented) The method of claim 41, wherein the user is not authorized when the set of database records comprise critical information.

43. (Previously Presented) The method of claim 42, wherein the critical information comprises pay records of the user.

44. (Currently Amended) A method for authorizing access to a human resources database, comprising:

detecting, by a computer, a new query for a set of database records;

determining, by examining whether an employee number associated with the set of database records ~~matches an employee number of a user that submitted in~~ the new query, whether a user that submitted the new query is authorized to access the set of database records;

determining whether the user is authorized to acquire a new lock on the set of database records, the user being authorized if the user does not have a conflict of interest with respect to the set of database records, wherein the user does not have a conflict of interest when the employee number associated with the set of database records does not match the employee number associated with the user;

denying the new lock if the user is not authorized;

setting the new lock or making an attempt to set the new lock if the user is authorized; and

informing the user that the user can access the set of database records when the user is authorized or informing the user that the user cannot access the set of database records when the user is not authorized.

45. (Currently Amended) A method for authorizing access to a human resources database, comprising:

detecting, by a computer, a new query for a set of database records;

determining, by examining an employee number associated with the set of database records submitted in the new query, whether a user that submitted the new query is authorized to access the set of database records;

determining whether a user that submitted the new query is authorized to acquire a new lock on the set of database records, wherein the user is authorized if the user does not have a conflict of interest when the set of database records do not personally pertain to the user;

denying the new lock if the user is not authorized;

setting the new lock or making an attempt to set the new lock if the user is authorized; and

informing the user that the user can access the set of database records when the user is authorized or informing the user that the user cannot access the set of database records when the user is not authorized.